

MILPERSMAN 1331-040

NAVY CHAPLAIN CORPS (CHC) OFFICER CAREER STATUS

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References	(a) COCINST 1212.1 (b) COCINST 1110.1I (c) NAVPERS 15839I, Navy Officer Manpower and Personnel Classifications, Volume I, Major Code Structures (d) SECNAVINST 1920.6C
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1. **Background.** A Chaplain Corps (CHC) Officer serves in the Department of the Navy (DON) by agreement between the Navy and the Chaplain's Religious Organization (RO). The Navy communicates with the RO through the RO's identified Endorsing Agent (EA). Chaplains must have a signed ecclesiastical endorsement, DD 2088 (5-06), Statement of Ecclesiastical Endorsement, from their respective EAs in order to be eligible to serve in the Navy. An EA may cancel a Chaplain's endorsement at the discretion of the RO. An Active Component Chaplain, including a Chaplain moving from the Reserve Component to the Active Component, initially receives an endorsement lasting 3 years. The 3-year endorsement affords the RO some flexibility with respect to its own manpower decisions. It also allows the Navy an opportunity to assess the performance of the Chaplain. At the 3-year point, active component Chaplains are required to obtain an ecclesiastical endorsement of indefinite duration.

2. **Purpose.** This article governs the procedure by which Chaplains inform the Navy of their intent to serve beyond the initial 3 years and the procedure by which the request for continued service is reviewed and either accepted or denied. Failure to apply to, or be selected by, the Chaplain Appointment and Retention Eligibility (CARE) Board will subject the officer to involuntary release from active duty per instructions issued by Commander, Navy Personnel Command.

3. **The Chaplain's Responsibility.** It is the responsibility of the Chaplain to

a. obtain an indefinite ecclesiastical endorsement from the Chaplain's EA;

b. request a written recommendation from the Chaplain's current commanding officer concerning the Chaplain's potential for continued service within the DON; and

c. forward the indefinite ecclesiastical endorsement to the Office of the Chief of Navy Chaplains (N0971) and ensure receipt no earlier than 15 months and no later than 9 months prior to the expiration of the 3-year endorsement.

4. **The Commanding Officer's (CO) Responsibility**

a. It is the CO's responsibility to make a specific recommendation concerning the Chaplain's continued service. The recommendation, written on command letterhead, must specifically state whether, in the CO's opinion, the Chaplain

(1) has effectively adapted to military life;

(2) has made a good faith effort to balance the tenets of the faith group of the Chaplain with the requirements of the military;

(3) has demonstrated appropriate skills as a staff member and/or as a supervisor; and

(4) should continue to serve based on professional performance and character.

b. COs must not base their recommendations on their own personal religious beliefs or lack thereof.

c. Further guidance for assessing the Chaplain's professional comportment is in reference (a).

d. The CO must submit the written recommendation to the Office of the Chief of Navy Chaplains (N0971) and ensure receipt no earlier than 15 months and no later than 9 months prior to the expiration of the 3-year endorsement.

5. The Chaplain Corps' Responsibility

a. If the Chief of Navy Chaplains (N0971) does not receive a Chaplain's indefinite ecclesiastical endorsement and CO's recommendation, the CHC will begin the process of administrative separation for loss of professional qualifications, as indicated in MILPERSMAN 1920-250.

b. The Chief of Navy Chaplains (N0971), upon receipt of both required items, will schedule a review of the Chaplain's record by the CARE Board as indicated in reference (b).

c. The CARE Board will recommend either continued service or separation to Navy Personnel Command (NAVPERSCOM), Career Transition (PERS-83) no later than 6 months before the expiration of the Chaplain's 3-year endorsement

(1) Recommendations for continued service will be accompanied by a Career Status Screening code in the service member's record per reference (c).

(2) Recommendations for separation will be processed per reference (d) and the Chaplain's service record will not be marked with the Career Status Screening code. Unless otherwise indicated the Chaplain will be recommended for an honorable discharge.